

Leadership Institute Report

January 11, 2010

Presented to the State Soil Conservation Board

Five Workshops Held Statewide in 2009



In 2009, five Leadership Institute workshops were held statewide. This included one Leadership in Change (Indianapolis), two Communication (Monticello & Columbus), one Board Development (Nashville), and one Im-

pacting Community (Wabash) workshops in the Cornerstones of Leadership series. (Due to lack of participation, one Communication and one Board Development workshop were cancelled.) Overall attendance for these workshops was 142. A summary of these workshops follows.

- Leadership in Change: 13 SWCD Supervisors, seven SWCD staff, and one Partner in attendance.
- Communication: 26 Supervisors, seven staff, and three Partners in attendance.
- Board Development: 23 Supervisors and Associate Supervisors, seven staff, three Partners, and two SWCD spouses were in attendance.
- Impacting Community: 29 Supervisors and Associate Supervisors, 13 staff, eight Partners, and one spouse were in attendance.

Evaluations from the workshops continue to show positive remarks from participants. 99% of respondents said the workshop was worth their time. When asked to rank the workshop on a scale of 1 meaning terrible to 10 meaning terrific, the Leadership in Change workshop and Columbus Communication workshop scores averaged nine, and the Monticello Communication, Board Development, and Impacting Community workshop scores averaged eight.

Special thanks to Purdue Extension's role as an active contributor and Partner for co-developing this program and providing the knowledge base for it, and to all the local individuals who've helped make these workshops a success.

"These workshops are training for supervisors which will result in more effective boards. It also allows for interaction with other Supervisors in other counties. I learned helpful ideas from other county's staff and supervisors." - Jan Ivkovich, St. Joseph Co SWCD Supervisor, Board Development participant

"Stimulating classes where you refresh your skills and learn new ones. Also the opportunity to learn more from your peers." - Impacting Community participant testimonial

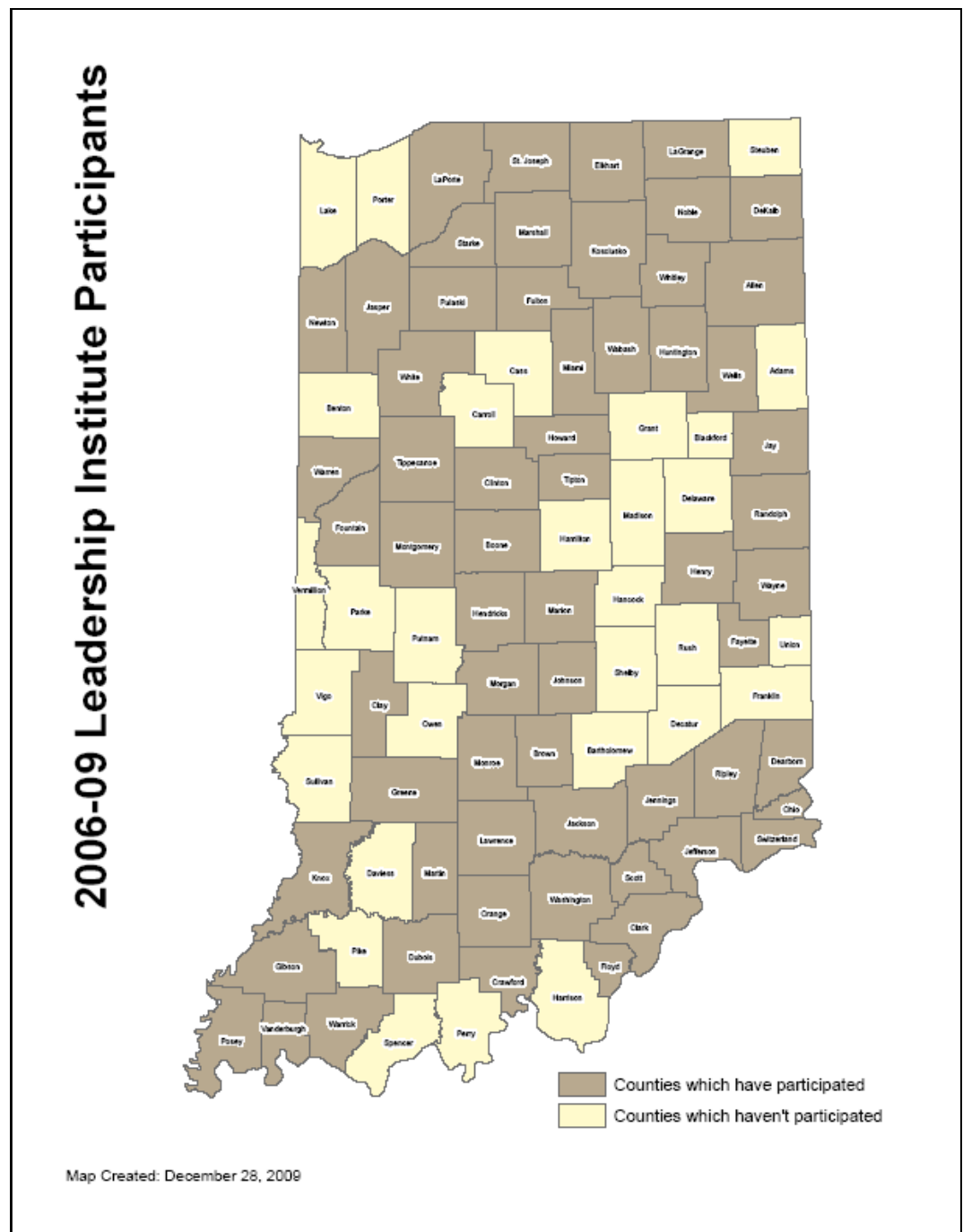


"The Leadership in Communication workshop is an excellent way to sharpen your skills to help you as a supervisor and life in general. Janet Ayres is an excellent presenter. I recommend it to everyone." –Brad Dawson, Dearborn Co SWCD Supervisor

"The role play scenarios are good to prepare you for responses and plans when this occasion actually exists. Thanks." – Ed Paxson, Jay Co SWCD Supervisor, Communication participant

62 SWCDs Have Participated in the Institute Since Inception

In September 2006, a pilot workshop cementing the Leadership Institute workshop series took place. Since then, 11 more workshops have been held. 62 counties have sent SWCD Supervisors, Associate Supervisors, Staff, and spouses to these workshops. IASWCD, ISDA, NRCS, and the SSCB have also sent personnel. SWCDs that have attended at least one workshop are depicted in this map.



After the December 2009 Impacting Community workshop, 28 individuals have completed the four workshops of the Cornerstones of Leadership program. They will be recognized at the 2010 IASWCD Annual Conference Awards Banquet. This group includes:

- SWCD Supervisors: Bonnie Closey (Brown Co), Brad Dawson (Dearborn Co), Steve Provines & Judy Strock (DeKalb Co), Brian Campbell (Elkhart Co), Michael Norman (Fulton Co), Peter Cook, Mike Holcomb & R.D. Wolheter (LaGrange Co), Jerry Miller (Miami Co), Emma Alkire, Lou Feagans & Warren Waymire (Morgan Co), Sam Farrington (Randolph Co), and Davie Sue Wallace-Litov (Vanderburgh Co)
- SWCD Associate Supervisor: Ray Chattin (Knox Co)
- SWCD Staff: Greg Lake (Allen Co), Al-

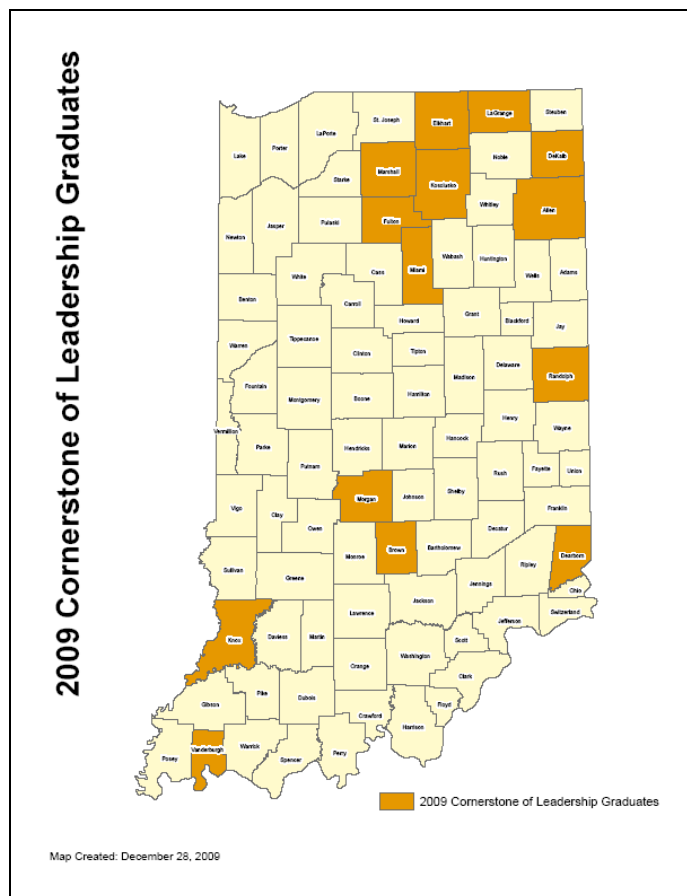
len Haynes (DeKalb Co), Nancy Brown (Elkhart Co), Darci Zolman (Kosciusko Co), Wanda Norris (Marshall Co), and Bonnie Bittner (Vanderburgh Co)

- Partners: Jennifer Boyle-Warner (IASWCD), Laura Fribley, Jim Lake & Nathan Stoelting (ISDA), and Dr. Janet Ayres (Instructor, Purdue University)
- SWCD Spouse: John

Bittner
(Vanderburgh Co)
96% of respondents
stated their overall reac-
tion to the program was
“very favorable” or
“favorable”, and 100%
said the program met
their expectations. Over-
all, respondents ranked
the series a nine out of
10!
Congratulations to these
individuals, and we
thank you for your lead-
ership and dedication to
your community!

“[I learned the] importance of building relationships, listening to others, and working through solutions collaboratively.”

—Cornerstone of Leadership series finisher



“This workshop is an excellent avenue for honing your communication skills. It is definitely worth the time it takes to attend.”-

*-Larry Strole,
Newton Co SWCD
Supervisor,
Communication
participant*



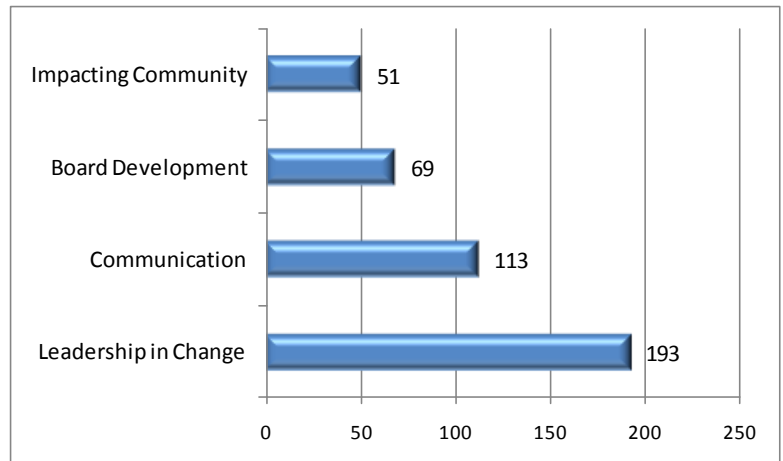
Feedback from 2009 Workshop Evaluations: Common Themes

These were common facets participants “liked the most” about the 2009 workshops: networking between SWCDs, interaction with others, group discussion, learning or improving skills and strategies, ways to move the SWCD ahead, exchanging ideas, ways to get more involved in the community, a motivational atmosphere, and Janet Ayres

These were common facets participants “liked the least” about the 2009 workshops: giving up a Saturday to attend, not enough time to cover issues, travel distance, time commitment required, more time needed to learn new tools, not enough time given for group discussions, and the frustration more Supervisors weren’t present

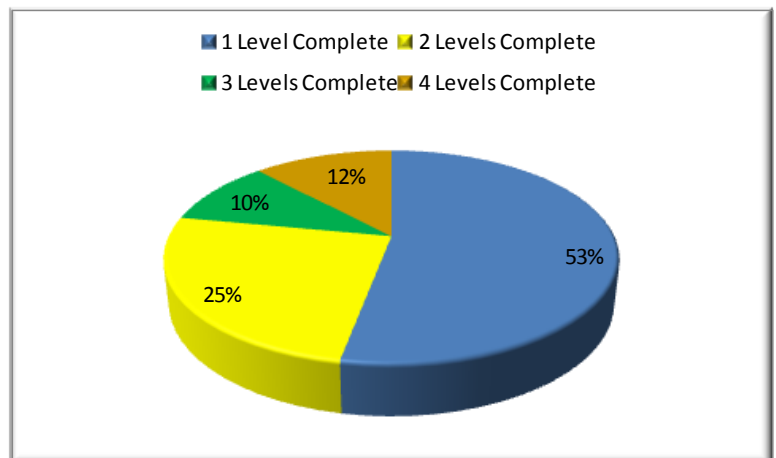
Attendance at Leadership Institute Workshops 2006-2009

To date, 12 Leadership Institute workshops have been held. This bar graph shows attendance at each of the four workshop levels.



Program Participant Completion Levels 2006-2009

Since 2006, the Leadership Institute program has trained 236 individuals. The pie chart to the right depicts how many workshop levels these individuals have completed.



Next Steps

- Four workshops will be held state-wide in 2010 (one per quadrant of the state). One of each level will be offered. Local advisory committees will assist with workshop logistics.
- The Leadership Institute committee will meet in late January to further discuss topics including identifying additional workshop instructors to partner with Janet in 2010, potential future adjustments to the program, and other trainings that may be developed based on discussions during or resulting from the trainings.
- SWCDs who haven't participated in the Leadership Institute program yet are particularly encouraged to attend in 2010. By year's end, at least 10 more of these SWCDs will ideally have attended one or more of the workshops.



2010 Leadership Institute Tentative Locations and Dates

Leadership in Change: June 25-26, West Lafayette. Evening activity: TBA

Key topics: dealing with change in your SWCD, understanding yourself and others through the Myers Briggs Personality Type Indicator, how you can best serve your organization, & matching your skills and abilities with your position and responsibilities

Board Development: September 10-11, Honeywell Center, Wabash. Evening activity: TBA

Key topics: understanding group problem solving and decision-making, supervisor recruitment and retention, understanding group dynamics, & better meeting management

Communication: March 12-13, Bloomington. Evening activity: Oliver Winery

Key topics: building relationships with others, influencing others, listening to understand others, & speaking your message clearly

Impacting Community: December 3-4, Clifty Falls State Park, Madison. Evening activity: Nights Before Christmas Candlelight Tour of Homes

Key topics: strategic planning, community partnership building, managing a community level project, & securing resources

"I feel this workshop was very helpful to new supervisors. Also would be refreshing for seasoned supervisors." –Dale

Thomas, Wells Co
SWCD Supervisor,
Leadership in
Change participant

